App F IX 4

1953-54
(C M)

File No 1-53

Serial Nos 54/

Previous References

: M 35-52-100, 109

P 13E

Later References

= M 1-53-65, 66
LL4 (2 BABS)
LL4 23 BABS)

GENERAL AND REVENUE SECRETARIAT

Serial Nos 2

Part B for September 1953

SUBJECT

Demands from the Corporation Labour Union and the city Corporation Workers for Reconsideration in the matter of Amounts to Sweepers and Scavengers

WD 01425—GPB—25 000—15 9 1952

L 7045-8/ Dated 15 9 53

The Commissioner, Bangalore Corpn (thro Mayor

" Labour Commissioner

" Controller, S.A.D, (thro' F.D)

" Auditor, Bangalore Corporation

Demands of the Corporation Labour union

[App F 111 2

General and Revenue Secretariat

File No 3594/sd of 1953 sb

WD 02201—CPB—10 000—7 1 53

Serial No

From

The Collector, C.C.B.

No B1/53-54 dated 2 9 53

Forwards for sanction resolution dated 31 8 53 on the subject

---

Secretary's order

Put up draft — G.O.

(Sd) G Rao

3.9.53

1) Collection of 35-52 (Rs 100 Y 105) Secretariat Orders Exempts to the Sweepers and Scavengers the Corpn of Pattapu

3) Even the Labour union Ka. Patt forwards certain further demands and the sweepers have threatened to strike again. The Corpn at its meeting held on 31 8 53 has resolved to grant certain further concessions the Collector Recommends necessity for sanction thereto.

4) Gratuity at one month's for every two years service has already been sanctioned in the previous

NOTE—Contn Sheet

Demands of the Corporation Labour workers.

File No 2 3594/ml of 195 | General and Revenue Secretariat

order But this has been Re-iterated I do not know why this has been done.

5) A draft G.O Sanctioning is however put up for approval as per orders. The proposal may perhaps Require financial Concurrence also.

Reports

Cy 3/9/53

6) Dft G.O for appl

Secy 4/9

7) The Commissioner has discussed the proposals with me and request for Very early order as the Sweepers have given notice of a Strike from 18/9/53 Although there is no need to give concessions under the threat of a Strike, but the measures now recommended are those that have been arrived at as a result of some discussions, and as such may be appd

Minister thro Jt Secy 4/9

8) 5/9

Appd Secy Jt 13/9/53

Secy GA 14/9

Serial No

SECRETARY TO GOVT 4 SEP 1953 DEPARTMENT

S335 14 SEP 1953 DEPARTMENT

FINANCIAL SECRETARY GOVT OF MYSORE 5 SEP 1953 No 4889

SECRETARY TO GOVT S 211 8 SEP 1953 GOVERNMENT 9 SEP 19 No 3013

[App F 111 2

General and Revenue Secretariat

File No 3594/mil of 1953-54.

WD 02201—GPB—10 000—7 1 53

Serial No

Financial Bravers for Communication of g o's

SM 15/9

re Comm — 2856

√2 16/9

√1 16/9

CM

16/9/53

√2 16/9

G O no. L. TOLS-8/CM/53-55 of 15/1/54-9-53

Sanctions the proposal.

To

1) The Cashier CCB
2) " Labour Cashier
3) " Controller, SAD
4) " Audit Off, CCB

B-24/9/53

SM

NOTE—Contn Sheet

File No of 19

Serial No

CORPORATION OF THE CITY OF BANGALORE

No B1/5354 and Enc items.

CORPORATION OFFICES,
BANGALORE

Dated 2nd September 1953.

FROM

K HENJERAPPA, ESQ., B.A., B.L.,
COMMISSIONER,
CORPORATION OF THE CITY OF BANGALORE,
BANGALORE.

To

The Secretary to the Government of Mysore,
L.S.G. and Planning Departments,
BANGALORE.

Ref MM 7-53-54

Draft dtd 1/9

SIR -

Subject:- DEMANDS FROM THE CORPORATION LABOUR UNION AND THE CITY CORPORATION WORKERS FOR RECONSIDERATION IN THE MATTER OF AMENITIES TO SWEEPERS AND SCAVENGERS.

I write to state that the Government were pleased to sanction in their order No. L.S.2509-12/G.M.35-52-199 dated 25-5-1953 the resolution of the Corporation, dated 7-5-1953 granting some of the demands of the Corporation Labour Unions in their letters dated 10-12-1952 and 7-2-1953. The same was communicated to the Labour Unions as well as to the Conciliation Officer of the Labour Department. The Labour Unions not being satisfied with the sanctioned amenities, attempted for a token strike on 29-6-1953. In the meanwhile, the leaders were contacted and an agreement was reached with regard to the enhancement of Re.1/- in the basic pay of the women sweepers. They accordingly wrote to the Corporation to get this increase of Re.1/- sanctioned and also some other demands vide copies of letters enclosed A note (copy enclosed) was subsequently placed before the Standing Committee (Health) and (Taxation & Finance) and Corporation for consideration of the demands. The Corporation after consideration in detail of the demands, resolved that the following recommendations of the Standing Committee be approved from the date of approval of the Government:-

(1) that the basic pay of the women sweepers be increased by Re.1/- each,

(2) that the period for giving an undertaking by the Workers not to put forth any other demands be fixed after consulting the Conciliation Officer and the Labour Leaders,

(3) that the retrenched persons be absorbed as and when vacancies occur, and

(4) that the payment of gratuity on retirement at the rate of one month's pay for every two years of service be reiterated.

The extra cost involved on account of granting increase of Re.1/- in the basic pay of women sweepers works out to Rs.9,804/- per annum which may be met from the lumpsum provision of Rs.1,75,000 provided in the current year's Budget for grant of amenities to Sweepers and Scavengers.

I therefore request you kindly to get the Government Order No. D.2509-12/C.M 35-52-109 dated 25-5-1953 modified so as to include the above items and obtain Government's sanction to incur the extra-cost involved in this behalf.

Forwarded with compliments

Yours faithfully,

for COMMISSIONER

Corporation Offices,
Bangalore, Dated 7th July 1953.

NOTE TO THE STANDING COMMITTEE
(TAXATION AND FINANCE)

Please see the letters dated 1-7-1953 and 3-7-1953 received from the Corporation Labour Union and the City Corporation Workers Association for reconsidering the following points:-

1. An increment of Re.1/- in the basic pay to be given to Sweepers Women.

2. To revise the condition of giving an undertaking by the workers not to put forth any other demand for a period of 3 years.

3. To take up the matter of reinstatement of 94 workers of the intensive cleaning Gang and payment of gratuity etc

4 Gratuity to be paid on retirement at the rate of one month' pay for every two years of service to be reconsidered.

Regarding 1 - Increment of Re.1/- in the basic pay to the Sweeper Women. There are 817 female sweepers and the increment if granted would cost Rs 9,804/- per annum.

Regarding 2. - This may be reconsidered by the Standing Committee and Corporation in view of the statutory provision. The law regarding this matter is as follows. Any settlement arrived at by conciliation shall be binding for such period as is agreed upon by the parties and if no such period is agreed upon for a period of six months and continues until the expiry of two months from the date on which a notice in writing of an intention to terminate the settlement is given by one of the party to the other party or parties to the settlement (vide Section 19 of the I.D. Act).

Regarding item No.3 - The retrenched persons will be absorved as and when vacancies arise.

Regarding Item No.4 - It has been explained to the Conciliation Officer that it is not possible to pay one month's pay as gratuity for every year of service and that payment of gratuity at the rate of a month's pay for every two years of service upto a maximum of 12 months' pay is justifiable. This has been agreed to by the Corporation

This is placed before the Standing Committee (Taxation and Finance) at their next meeting.

Sd. K HENJERAPPA
Commissioner

"Copy"

N Sivaramu
for Commissioner

29/7/53

RESOLUTION PASSED AT THE ORDINARY MEETING OF THE CORPORATION OF THE CITY OF BANGALORE HELD ON MONDAY THE 31ST AUGUST 1953.

---

133. Recommendation of the Standing Committee (Taxation and Finan ce) da-ted 10th July 1953 and of the Standing Committee (Health) dated 6-8-1953 - (1) that the basic pay of the women sweepers be increased by Re.1/- each, (2) that the period for giving an undertaking by the workers not to put forth any other demands be fixed after consulting the Conciliation Officer and the Labour Leaders, (3) that the retrenched persons be absorbed as and when vacancies arise and (4) that the payment of gratuity on retirement at the rate of one month's pay for every two years of service be reiterated.

Sri A. Chengalroya Naidu moved the following resolution -

"Resolved that without prejudice to the rights of the Corporation, the recommendation of the Standing Committee (Taxation and Finance) dated 10th July 1953 and of the Standing Committee (Health) dated 6-8-1953 - (1) that the basic pay of the women sweepers be increased by Re.1/- each, (2) that the period for giving an undertaking by the workers not to put forth any other demands be fixed after consulting the Conciliation Officer and the Labour Leaders, (3) that the retrenched persons be absorbed as and when vacancies arise and (4) that the payment of gratuity on retiremen at the rate of one month's pay for every two years of service be reiterated, be approved from the date of the Government's approval."

Sri M Jayaseelan seconded the resolution and it was passed.

Sd. P HANUMANTHIAH
Mayor

"Copy"

for Commissioner

5

Copy of letter No. Nil dated 1-7-1953 from the President, The Corporation Labour Union, No.2, China Bazaar Road, Bangalore 1, addressed to the Commissioner, Corporation of the City of Bangalore.

We wish to intimate to you that we had to postpone the the token strike, which was scheduled to take place on 29-6-1953, for reasons of obtaining certain disputable demands of the workers sequel to the assurance of Mr. A.C Naidu, Councillor and leader of the Corporation, Congress Party, that he would request the Corporation, to set aside the disputable matters existing between the workers and the Corporation and to settle amicably.

Mr A C. Naidu in his assurance has stated that he would request the Corporation to accept the principle of equal pay for men and considering the present financial position, he would make efforts to see that women are paid an increment of Re 1/- p.m at the least and the most to revise the condition of giving an undertaking by the workers for a period of 3 years, to take up the matter of reinstatement of 94 workers of the Intensive cleaning Gang and payment of gratuity etc

We have therefore decided to give you an opportunity to consider this proposal put forward by Sri A.C Naidu If we do not get a satisfactory reply from you, within a week we will be forced to revise our decision

We earnestly hope that you will pay immediate attention to this and help to solve the present dispute in a satisfactory manner, in the interests of all.

Awaiting an early reply.

"COPY"

N Sadasivan
For Commissioner

2/9

Copy of the letter dated 3rd July 1953 from the Secretary, The City Corporation Sanitary Worker's Association, L-20, Corporation Office Compound, Bangalore City, addressed to the Commissioner, Corporation of the City of Bangalore.

I have received your letter No B1/53-54 dated 25th June 1953 enclosing with Government Order and thank you for the same.

You are aware that the timely intervene of the Councillors and also the leader of the Congress Party in the Corporation Mr A.C Naidu averted the token strike that had to be taken place on 29th June 1953 You were also aware through the papers that Mr A C. Naidu has assured that he would use his good offices in bringing out a settlement between the workers and the Corporation, as these following points

1 An increment of Re 1/- in the basic wages will be given to women workers without giving up the principal of equal pay both for men and women.

2 The three years condition that has been placed on the workers that they should not put forth, further demands will be removed

3 A thorough enquiry will be made regarding the retrenched workers of the Engineering Department and the case will be considered sympathetically.

4 Regarding gratuity, since the unions did not press for Provident Fund Scheme, the maximum years of 24 years (at the rate of on monthly salary for 2 years for 12 months) that has been considered by the Corporation to be reconsidered.

Further we write to mention that if the Corporation conceds our above demands, the workers are agreeable for final settlement and are prepared to withdraw the agitation on the dispute now launched

We are very anxiously awaiting the decision of the Corporation in this matter in the interest of the workers of the Corporation and the general public

Thanking you,

"Copy"

N Sivaraj
for Commissioner

29/7/53

G R S App F VI—G 2]

SUBJECT

7

Diary No of letter replied to

General and Revenue Secretariat

( )

the *195*

Date of issue 195

Signed by

May this be—

(i) printed ?
(ii) treated as a standing order ?
(iii) published in the Gazette English Part ?
(iv) translated ?
(v) placed at the disposal of the Press ?
(vi) published in the Gazette Kannada Part ?

8 Copies

Section C m

Serial No 55

File No 1-53

Proceedings of the Government of His Highness the Maharaja of Mysore

Read—

G.O. No. L 2509-12 C.M. 55-52-109 dated 25.7.53 extending certain concessions ~~in matters of leave and other matters~~ enhanced pay and allowances, grades etc. to the Sweepers and Scavengers of the Civic Corporation. 2) Letter No. B 1/53-54 dated 2.9.53 from the Commr., C.C.B. forwarding ~~for sanction~~ the Resolution dated 31.8.53 of the

7

Corporation Recommendation of

the grant of the following

additional Concessions to

the Sweepers and Scavengers viz

(1) That the Cess pay

of the women Sweepers be

increased by Re 1/- each,

(2) That the period for

giving Cess are undertaken

by the workers not to put forth

any other demands be insisted

after Consulting the Conservation Officer

and the Labour Leaders

List of Enclosures

(3) That the Relations persons

be absorbed as and when vacancies

occur, and

(4) That the payment of gratuity

on Retirement at the Rate of

of one month's pay for every

Copied by

Examined by

WD 01406—GPB—12 000 —23 10 52

G R S App F G 3

GENERAL AND REVENUE SECRETARIAT

(*Continuation sheet draft form*)

two years of Service
be Re-starred

Order no L. 7045-8
Dt 15/9/53
In partial modification
of G.O. dated 25-5-53
Read above Sanction is
accorded to Raise the basic
pay of women Sweepers
by Re 1/ each. The
extra cost of Rs 9,80,000/-
involved on this account
and be met out of
the lumpsum provision of
Rs 1,75,000/- provided
in the current years
Budget of the Corporation
for grant of annual Incs
to Sweepers and Scavengers
~~Sanction is also~~
~~Recommended to the~~
following
The other Recommendations
of the Corporation are

WD 01417– G1 B—25 000—3 11 52

also approved:- 10

(1) that the period for giving an undertaking by the workers not to put forth any further demands be fixed after consulting the Conciliator, Officers and the Labour Leaders.

(2) that the Retrenchment persons be absorbed as and when vacancies occur and

(3) that the compensation granted be paid on Retrenchment at the rate of one months pay for every two years of service

4/9/52

G S G Secy.

3/9/52

To

1) The Commr, C.C.B (Dowd no Copy)
2) Labour Commr ei Hyd
3) Controller, S A & (Chi copy ✗ D)
4) Addl Commr C.C.B

4/9/52

Marks — 3

Carrying — 10